



Estimate of retroactive amounts to be paid to a teacher with a 100% workload employed by a school board in 2019-2020, following the application of the new collective agreement

This document estimates the retroactive amounts to be paid to a teacher with a 100% workload employed by a school board in 2019-2020. The amounts should be pro rated for those teachers who had less than a 100% workload, or who were not employed by the board in 2019-2020.

Calculations used to determine the retroactive salary to be paid (salary scale)						
Step	Salary that was paid as of the 141st workday of the 2019-2020 school year	Salary that should have been paid as of the 141st workday of the 2019-2020 school year	Retroactive amount as of the 141st workday of 2019-2020 to the 140th workday of 2020-2021 (200/200)	Salary that should have been paid as of the 141st workday of the 2020-2021 school year	Retroactive amount as of the 141st workday of the 2020-2021 school year to mid-January (150/200)	Total retroactive gross amount (salary scale)
1	42431	44721	2290	45615	2388	5611
2	44235	47709	3474	48663	3321	7825
3	46115	50898	4783	51916	4351	8527
4	48074	52025	3951	53066	3744	7043
5	50118	53177	3059	54241	3092	5454
6	52248	54354	2106	55441	2395	3756
7	54468	55557	1089	56668	1650	2810
8	56783	57919	1136	59077	1721	2930
9	59196	60380	1184	61588	1794	3054
10	61712	62946	1234	64205	1870	3183
11	64335	65622	1287	66934	1949	3319
12	67069	68410	1341	69778	2032	3459
13	69920	71318	1398	72744	2118	3607
14	72891	74349	1458	75836	2209	3761
15	75989	77509	1520	79059	2303	3920
16	79218	80802	1584	82418	2400	5050
17	82585	85489	2904	87206	3466	6370

Two separate payments (lump sums) will be paid for time worked for each of the following periods:

- From the 141st working day of the 2018-2019 school year until the 140th working day of the 2019-2020 school year
- From the 141st working day of the 2019-2020 school year until the 140th working day of the 2020-2021 school year

1. Full-time or part-time teacher

A teacher with a 100% workload during the above periods is entitled to additional remuneration of \$602.68¹ for the 200 days of work for each period.

2. Teacher by-the-lesson or hourly paid teacher

A teacher by-the-lesson or hourly paid teacher is entitled to additional remuneration of \$0.75 for each hour paid during the two periods.

3. Casual supply teacher

For each of the periods, a casual supply teacher is entitled to additional remuneration for each of the replacements in accordance with the table below:

Duration of paid replacement in one day	Additional remuneration
60 minutes or less	\$0.60
61 to 150 minutes	\$1.50
151 to 210 minutes	\$2.10
More than 210 minutes	\$3.00

The first payment will be made 30 days following the signing of the collective agreement (November 17, 2021), while the second payment will be made on the pay before January 15, 2022.

¹ A teacher with a part-time or full-time contract who assumes a workload less than or greater than 100% for each period is entitled to additional remuneration proportional to the percentage of the workload performed for each of the said periods.

The following table illustrates the calculation for a teacher with a 100% workload.

To calculate the amount that is applicable to you, **find the salary step you were on in 2019-2020 and then follow the line to the right to see the approximate gross amount that you will be paid.** The calculation takes into account the step advancement between 2020-2021 and 2021-2022.

Approximate retroactive amount (gross) (sectorial and inter-sectorial) for a teacher who had a 100% workload. Payment expected in mid-January 2022.				
Your salary step in the 2019-2020 school year	Lump sum 30 days after November 17, 2021	Second lump sum in the pay period preceding January 15, 2022	Approximate retroactive amount that must be paid no later than 60 days after November 17, 2021 (Estimate based on January 15, 2022)	Total approximate gross amount for a teacher with a 100% workload
1	602.48	602.48	5611	6816
2	602.48	602.48	7825	9030
3	602.48	602.48	8527	9732
4	602.48	602.48	7043	8248
5	602.48	602.48	5454	6659
6	602.48	602.48	3756	4961
7	602.48	602.48	2810	4014
8	602.48	602.48	2930	4135
9	602.48	602.48	3054	4259
10	602.48	602.48	3183	4388
11	602.48	602.48	3319	4524
12	602.48	602.48	3459	4664
13	602.48	602.48	3607	4812
14	602.48	602.48	3761	4965
15	602.48	602.48	3920	5125
16	602.48	602.48	5050	6255
17	602.48	602.48	6370	7575

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